

CHECKLIST · BUSINESS

Australia adds sanctions as North Korean IT workers target remote jobs

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- ☐ **Hold a video or face-to-face interview.** Be wary of anyone who won't appear on camera, or whose location or appearance doesn't add up.
 - ☐ **Compare their profiles.** Check that name, location, education and work history match across the freelance platform, LinkedIn, portfolio site and payment account.
 - ☐ **Verify past employers yourself.** Contact listed employers and universities using details you find independently, not the ones on the CV.
 - ☐ **Run a reverse image search on their profile photo.** Look for a photo copied from elsewhere or altered with AI.
 - ☐ **Pay through a bank in their name.** Refuse cryptocurrency, PayPal and remittance services, and query any request to pay an account in a different name.
 - ☐ **Check ID documents yourself, even for agency hires.** Scrutinise licences and passports for forgery rather than relying on the recruiter's checks.
 - ☐ **Keep system access on the laptop you supply.** Require remote workers to connect from that device, not through remote-access software, and to switch off commercial VPNs.
 - ☐ **Limit unverified contractors.** Give remote workers you haven't verified in person access only to the systems and data the job needs.
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